

YOUR JOURNEY STARTS HERE

Realising ambition for every pupil - and every career.



Teacher Application Pack



Dartford Bridge Community Primary School





Who we are

About us

At Cygnus Academies Trust, we are proud to be a growing network of eight primary schools across South East London, Dartford and Tonbridge. Our mission is simple yet powerful: to realise ambition for pupils and staff alike, by delivering the very best education and creating opportunities for all.

Founded in 2016, we have built a collaborative network of schools that nurtures, challenges and supports every member of our community. Each school retains its individuality while benefiting from shared expertise and trust-wide support. As a Trust community, we believe in:

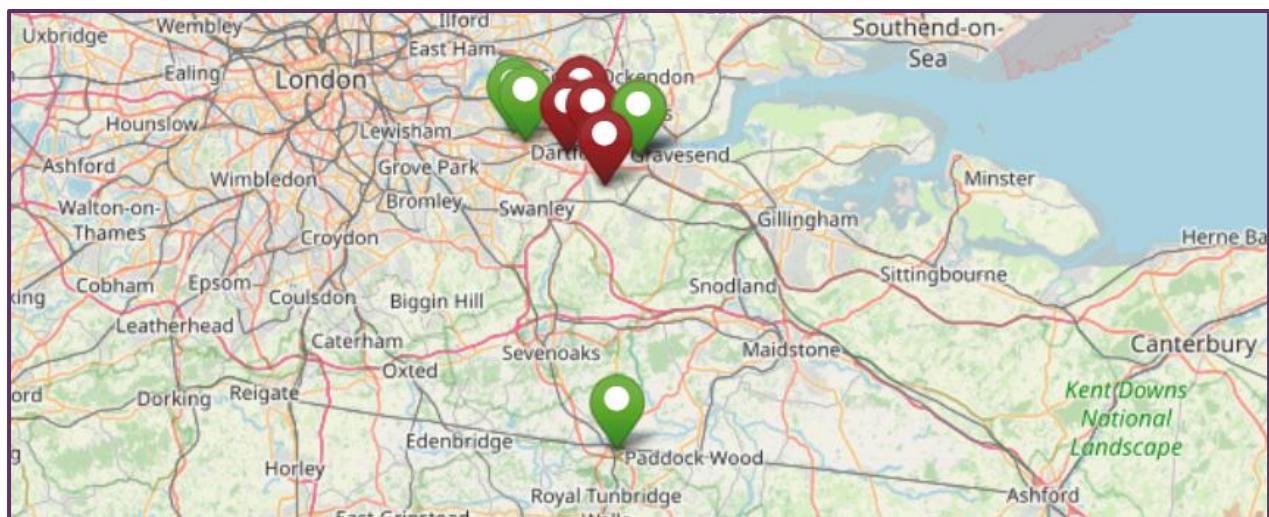
- Celebrating uniqueness – Each school retains its individuality while benefiting from shared expertise.
- Collaboration at every level – From leadership to classroom practice, we work together to achieve excellence.
- Investing in people – Staff development and career progression are at the heart of what we do.

Our schools are vibrant, welcoming places where you can grow, develop, and make a real difference.

Our Vision

Our core purpose is to ensure every person, adult or child, we work with realises their ambition. Through our network of sustainable schools, we aim to:

- Give every pupil access to exceptional education and opportunities that empower them to thrive.
- Work collaboratively with high expectations to embed strong practice and achieve success across all schools.
- Equip pupils with the skills, knowledge, and understanding to thrive as local, national, and global citizens.





About our school

Dartford Bridge Community Primary School is an energetic and welcoming two form entry primary school in Kent. At DBCPS, we are committed to providing every child with the very best education, built on the foundations of independence, determination, and self-belief. Our BRIDGE values are at the heart of everything we do:

- **Believe** in yourself
- **Respect** each other
- Show **Independence**
- Be **Determined**
- **Grow** together
- Demonstrate **Excellence**

These values shape our culture and guide our pupils to become confident, resilient learners.

Our Approach

We offer an engaging, creative curriculum that inspires curiosity and encourages children to become life-long learners, well-prepared for their future as self-motivated and independent citizens of the world. As a true community school, we build strong relationships with families and work in partnership to ensure every child is supported to thrive.

Our Community

Located on The Bridge Learning and Community Campus, we are proud to be part of a dynamic local community. We actively seek opportunities to build both local and international links, enriching learning and promoting global citizenship.



About the role

Position:	Teacher
Contract:	Maternity Cover (Fixed Term)
Hours/Weeks:	13 hours/ 52 weeks
Working Days:	Monday and Tuesday
Grade:	Main Pay Scale 1-6
Salary:	£13,759 - £18,735 (£34,398 - £46,839 FTE)
Start date:	20 th April 2026
Interviews:	27 th February 2026
Closing date:	22 nd February 2026

A wonderful opportunity to join our warm, ambitious school

Dartford Bridge Primary School is a happy, inclusive school where children are encouraged to explore, achieve, and believe in themselves. We are excited to be recruiting for a part-time teacher for a fixed term, maternity cover contract.

You will be joining a school filled with positivity, teamwork, and a shared determination to ensure every child feels safe, engaged, and inspired to learn. Whether you are experienced or new to the role, we offer a supportive environment where your strengths are recognised, and your development is encouraged.

Key Responsibilities

In this rewarding role, you will:

- Act as part of a job-share, delivering high-quality, engaging learning experiences.
- Be responsible for planning and delivering engaging, well-structured lessons
- Setting high expectations that motivate and challenge pupils
- Assessing, monitoring and reporting on pupil progress
- Creating a safe, calm and purposeful learning environment
- Working collaboratively with colleagues to support curriculum development and school improvement

Who We Are Looking For

We are looking for someone who is:

- Warm, patient, and passionate about supporting children's learning and emotional wellbeing.
- A positive team player who communicates well and enjoys working collaboratively.
- Flexible, enthusiastic, and ready to contribute to a busy, joyful school environment.
- Reflective and eager to learn, with a commitment to ongoing professional development.
- Dedicated to creating an inclusive, nurturing atmosphere where all children feel valued and supported.

If you are excited by the chance to make a meaningful impact every day, we would be delighted to hear from you.

Why Work With Us?

At Dartford Bridge Primary School, you will enjoy:

- A friendly, supportive, and hardworking staff team who look after one another.
- A strong focus on staff and pupil wellbeing.
- Opportunities for high-quality training and career development.
- A creative, forward-thinking approach to teaching and learning.
- A culture built on kindness, respect, and teamwork.
- A genuinely rewarding role where your contribution is appreciated and celebrated.

This school is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment. Appointment to this post will be subject to an enhanced Disclosure and Barring Service (DBS) check, as well as any other relevant pre-employment checks.

How to apply

Please apply via MyNewTerm with your application form and a short supporting statement explaining how your skills match this role. (If you would prefer the application form in a different format, please contact the school office.)

Please note, due to the volume of applications we receive, we may close this advert should a suitable applicant be found. Therefore, early application is encouraged.

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE:	Teacher
GRADE:	Teachers' Main Pay Scales
ALL STAFF RESPONSIBILITIES:	<ul style="list-style-type: none"> • To live our values of collaboration, citizenship, sustainability and achievement. • To follow our schools' and Trust's policies and procedures. • To value lifelong learning and develop skills and knowledge. • To adhere to the highest level of safeguarding and child protection.
MAIN PURPOSE OF THE ROLE:	<p>The Class Teacher will fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document, and meet the Teachers' Standards.</p> <p>You will provide high-quality teaching, create a positive learning environment, and ensure excellent outcomes for all pupils.</p>

MAIN RESPONSIBILITIES

Teaching and Learning

- Plan, prepare and deliver well-structured, engaging lessons following the school curriculum, schemes of work and Trust expectations.
- Assess, monitor, record and report on the progress, attainment and learning needs of pupils, making effective use of assessment to inform planning.
- Adapt teaching to meet the strengths, needs and abilities of all pupils, including those with SEND.
- Set high expectations that inspire, motivate and challenge pupils.
- Promote good progress and secure strong outcomes for all learners.
- Demonstrate good subject and curriculum knowledge.
- Prepare pupils for external tests and statutory assessments.

Curriculum, Organisation and Development

- Contribute to the development, implementation and evaluation of school and Trust policies, practices and procedures.
- Play an active role in supporting the ethos, values and wider life of the school.
- Work with colleagues to support curriculum development and secure consistent, high-quality provision.
- Provide short-term cover for colleagues in unforeseen circumstances.

Health, Safety and Behaviour

- Promote the safety, wellbeing and welfare of all pupils.
- Maintain good order and discipline, ensuring a calm, purposeful learning environment.
- Implement the school's behaviour policy effectively.

Professional Development

- Engage fully in the school's appraisal process.
- Participate in ongoing training, CPD, coaching and professional dialogue to develop practice.
- Where appropriate, contribute to the professional development of others.

Communication

- Communicate effectively and professionally with pupils, parents, carers and colleagues.
- Maintain accurate and timely records, reports and information as required.

Working With Colleagues and External Professionals

- Foster positive, professional relationships with colleagues across the school and Trust.
- Work collaboratively with external agencies as appropriate.
- Contribute to a supportive and high-performing team culture.

Professional Conduct

- Uphold public trust in the profession and behave with integrity, honesty and professionalism.
- Demonstrate respect for the school's ethos, policies and practices.
- Maintain high standards of attendance and punctuality.
- Work within statutory frameworks governing professional duties and responsibilities.

Safeguarding & Knowledge

- Recognise and report any concerns about pupils' safety, wellbeing, behaviour or development, following school safeguarding procedures.
- Maintain safe working practices, professional boundaries and confidentiality when working with pupils.
- Support pupils' wellbeing, inclusion and positive behaviour, ensuring a safe and secure learning environment for all.

- This job description outlines the duties of the post at the time of publication.
- The post holder may be asked to carry out other reasonable duties without changing the role's general responsibilities.
- Priorities will be reviewed annually through performance management.

PERSON SPECIFICATION

Areas	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status (QTS) Degree-level qualification Successful teaching experience in a primary setting 	<ul style="list-style-type: none"> Experience with delivering schemes of work relating to phonics, early reading, Math's Mastery Certificates in SEND approaches Trauma informed practice or emotional regulation
Experience	<ul style="list-style-type: none"> Successful teaching experience within the primary phase Experience of planning, teaching and assessing in line with the National Curriculum Experience supporting pupils with a range of needs, including SEND (desirable) Experience working effectively as part of a team 	<ul style="list-style-type: none"> Experience across teaching different age ranges
Skills	<ul style="list-style-type: none"> Strong classroom management skills with the ability to maintain a purposeful learning environment Ability to plan and deliver high-quality, well-structured lessons Effective communication skills, both written and verbal Ability to use ICT confidently to support teaching, learning and record-keeping Ability to build positive relationships with pupils, colleagues and parents Strong organisational skills, with the ability to prioritise and meet deadlines Ability to use digital learning tools creatively to enhance pupil progress 	<ul style="list-style-type: none"> Strong reflective practice and the ability to respond to feedback quickly
Knowledge & Understanding	<ul style="list-style-type: none"> Secure understanding of the National Curriculum and age-related expectations Good understanding of effective pedagogy and how children learn Knowledge of assessment strategies and how to use assessment to inform teaching Awareness of strategies to support inclusion and meet diverse learner needs 	

	<ul style="list-style-type: none"> • Understanding of behaviour management principles and restorative approaches • Clear understanding of safeguarding responsibilities and statutory requirements 	
Personal Attributes	<ul style="list-style-type: none"> • High expectations for all pupils, with a commitment to securing excellent outcomes • Positive, reflective and resilient approach to challenges • Warm, approachable and able to build trust quickly • A team player with a collaborative, flexible attitude • Commitment to equality, inclusion and promoting pupils' wellbeing • Professional, proactive and motivated to continuously improve practice 	<ul style="list-style-type: none"> • Willingness to lead or support a subject area, depending on experience • A nurturing approach that supports pupils' wellbeing and emotional development
Safeguarding & Professional Conduct	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people • Ability to maintain appropriate professional boundaries • Understanding of and adherence to school and Trust safeguarding policies, the Teachers' Standards and the Staff Code of Conduct • High standards of ethics, reliability, attendance and punctuality • Commitment to confidentiality and data protection responsibilities 	<ul style="list-style-type: none"> • Experience writing or contributing to safeguarding referrals or chronologies • Experience working with DSLs, SENCOs or external agencies • Awareness of early help processes and thresholds • Confidence in using CPOMS or other safeguarding recording systems • Understanding of contextual safeguarding and how it influences classroom practice

Why join us

Joining Cygnus Academies Trust means becoming part of a collaborative, forward-thinking community dedicated to realising ambition for every child and adult. We offer:

- **Professional Growth:** Access to high-quality CPD, coaching, and clear career progression pathways.
- **Supportive Culture:** A strong network across our schools, underpinned by our core values: Collaboration, Citizenship, Achievement, and Sustainability.
- **Wellbeing Commitment:** Initiatives to support staff mental health and work-life balance, including wellbeing programmes and flexible working options.
- **Attractive Benefits:** Competitive pay, generous pension scheme, and trust-wide perks.
- **Inclusive Environment:** A workplace that values diversity and promotes equality, ensuring everyone feels respected and empowered.
- **Impactful Work:** The chance to make a daily, visible difference in children's lives and contribute to a thriving school community.
- **Innovation and Resources:** Opportunities to engage with new ideas, digital tools, and shared resources across the trust.

Safeguarding and Child Protection

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment and uphold the highest standards of professional conduct. Recruitment procedures comply with statutory guidance, including *Keeping Children Safe in Education*, and all appointments are subject to enhanced DBS checks, online searches, and satisfactory references. We maintain a culture of vigilance, transparency, and accountability to ensure every child is safe and supported.

Equality and Inclusion

Cygnus Academies Trust is a people-first organisation that values diversity and strives to create an inclusive environment where everyone feels welcomed, respected, and able to thrive. We provide equality of opportunity for all, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, ethnicity, religion or belief, sex, sexual orientation, or any other protected characteristic, in line with the Equality Act 2010.

Get in touch

Realising Ambition



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